

APPENDICES

APPENDICES

NOTIFICATIONS TO THE RAILROAD RETIREMENT BOARD AND ACCEPTANCES OF TRUSTEES (INDEPENDENT TRUSTEE EMPLOYMENT AGREEMENT)	A
BYLAWS OF THE NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST (AS AMENDED FEBRUARY 14, 2002)	B
BIOGRAPHICAL INFORMATION	C
TRUSTEES CHIEF INVESTMENT OFFICER	
DISCLOSURE OF INVESTMENT INFORMATION POLICY	D
CONFLICTS OF INTEREST POLICY STATEMENT	E
INVESTMENT GUIDELINES	F
MEMORANDUM OF UNDERSTANDING	G
ACCOUNT BENEFITS RATIO	H

APPENDIX A

February 1, 2002

The Honorable Cherryl T. Thomas
Chairwoman
U.S. Railroad Retirement Board
844 N. Rush Street
Chicago, IL 60611

The Honorable Jerome F. Kever
Management Member
U.S. Railroad Retirement Board
844 N. Rush Street
Chicago, IL 60611

The Honorable V. M. Speakman, Jr.
Labor Member
U.S. Railroad Retirement Board
844 N. Rush Street
Chicago, IL 60611

Dear Madam Chairwoman, Mr. Kever and Mr. Speakman:

Notification of Appointment of Trustees

We are writing to notify you that the following individuals have been designated to serve on the Board of Trustees of the National Railroad Retirement Investment Trust pursuant to Section 15(j)(3) the Railroad Retirement Act of 1974 (the "Act") as most recently amended by Public Law 107-90, the Railroad Retirement and Survivors' Improvement Act of 2001:

For terms of three years: Joel Parker, International Vice President, Transportation Communications International Union; and Thomas N. Hund, Executive Vice President and Chief Financial Officer, Burlington Northern Santa Fe Corporation.

For terms of two years: James A. Hixon, Senior Vice President-Administration, Norfolk Southern Corporation; and Dan E. Johnson, General Secretary-Treasurer, United Transportation Union.

For terms of one year: Bernie Gutschewski, Vice President-Taxes, Union Pacific Corporation; and George J. Francisco, Jr., President, National Conference of Firemen and Oilers, SEIU.

The undersigned Trustees shall select the seventh, independent, Trustee as required by section 15(j)(3)(A)(ii)(III) of the Act.

Acceptance of Fiduciary Responsibility

In accepting these appointments today, each of us has agreed to discharge our duties with respect to the assets of the Trust solely in the interests of the Railroad Retirement Board and, through it, the participants and beneficiaries of the programs funded under the Railroad Retirement Act.

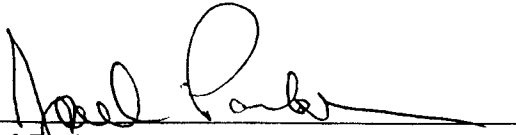
Commencement of Transition

Today, the Trustees begin the process, outlined in the statute, to (i) select an independent trustee; and (ii) retain independent investment advisors to assist them in the formulation and adoption of investment guidelines. In addition, the Trustees will work diligently to retain appropriate investment advisors and other managers, and to establish the necessary relationships with a custodial institution to be positioned to accept the asset transfers contemplated under the statute from the United States Treasury as soon as such transfers can be prudently accomplished. The Trustees will move expeditiously to complete these initial tasks, but it must be recognized that a period of time will be required to do so with the due diligence that is required. We anticipate that it will take at least 90 days to complete this work (although it might be appropriate to transfer some assets for investment at an earlier date, subject to the 30 days' notice referenced below). In the interim, all current balances in the various accounts of the system will continue to be managed by the Railroad Retirement Board in a manner that maximizes return on assets. We will continue to consult and coordinate closely with the Railroad Retirement Board during this important start-up period, in order to provide for careful implementation. In this regard, the Trustees will give the Railroad Retirement Board at least 30 days' notice prior to the date they wish the transfer of assets to the Trust to begin.

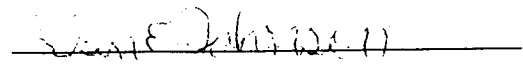
We look forward to working with you on implementing the provisions of Public Law 107-90. We believe that this legislation will allow for the modernization and improvement of the investment policies of the retirement system, and are confident that these improvements will accrue to the long-term benefit of rail workers and their families, rail retirees, and the industry as a whole.

Sincerely,

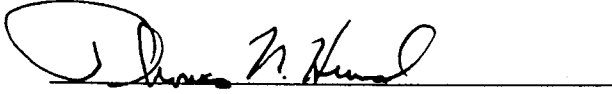
[SIGNATURE PAGE FOLLOWS]



Joel Parker
International Vice President
Transportation Communications International Union



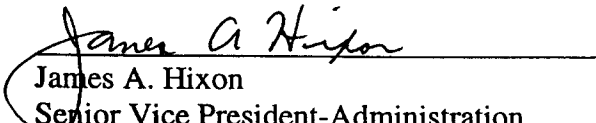
Dan E. Johnson
General Secretary-Treasurer
United Transportation Union



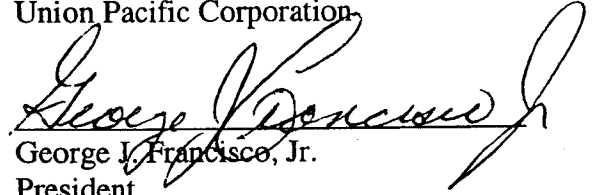
Thomas N. Hund
Executive Vice President & Chief Financial Officer
Burlington Northern Santa Fe Corporation



Bernie Gutschewski
Vice President -Taxes
Union Pacific Corporation



James A. Hixon
Senior Vice President-Administration
Norfolk Southern Corporation



George J. Francisco, Jr.
President
National Conference of Fireman and
Oilers, SEIU

**ACCEPTANCE BY TRUSTEE
OF THE NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST**

February 1, 2002


The National Railroad Retirement Investment Trust (the "Trust") was established, effective February 1, 2002, pursuant to Section 15(j) of the Railroad Retirement Act of 1974 (the "Act"), as most recently amended by Public Law 107-90, the Railroad Retirement and Survivors' Act of 2001 (the "2001 Act"). Pursuant to the Act, a Board of Trustees (the "Board") is to be established to assume fiduciary responsibility for the operation of the Trust.

Pursuant to Section 15(j)(3)(A)(ii) of the Act, the undersigned individual has been appointed as a trustee (the "Trustees") of the Trust, by either: (a) the joint recommendation of labor organizations, national in scope, organized in accordance with section 2 of the Railway Labor Act and representing at least 2/3 of all active employees represented by such national labor organizations covered under the Act; or (b) carriers as defined in section 1 of the Railway Labor Act employing at least 2/3 of all active employees covered under the Act.

The undersigned Trustee has reviewed Section 15(j) of the Act as well as a copy of the proposed Bylaws of the Trust. The Trustee understands the duties and responsibilities of serving on the Board, including his fiduciary obligations to the Trust. Specifically, under the Act, each Trustee is required to discharge his fiduciary duties solely in the interest of the Railroad Retirement Board, and through it, the participants and beneficiaries of the programs funded under the Act, (i) for the exclusive purpose of providing benefits to participants and beneficiaries and defraying reasonable plan expenses, (ii) with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims (including, by diversifying investments), and (iii) in accordance with the Trust's governing documents.

In addition, the undersigned recognizes that the Act imposes conflict of interest restrictions intended to prevent the Trustees from (i) dealing with the assets of the Trust in their own interests, (ii) acting in any transaction involving the assets of the Trust on behalf of a party whose interests are adverse to the interests of the Trust, and (iii) receiving any consideration for their own personal account from any party dealing with the assets of the Trust.

Understanding all of the foregoing duties and responsibilities of this position, the undersigned individual hereby agrees to serve as a Trustee of the Trust, effective February 1, 2002.



Joel Parker
International Vice President
Transportation Communications International Union

**ACCEPTANCE BY TRUSTEE
OF THE NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST**

February 1, 2002

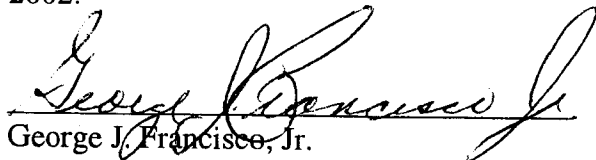
The National Railroad Retirement Investment Trust (the "Trust") was established, effective February 1, 2002, pursuant to Section 15(j) of the Railroad Retirement Act of 1974 (the "Act"), as most recently amended by Public Law 107-90, the Railroad Retirement and Survivors' Act of 2001 (the "2001 Act"). Pursuant to the Act, a Board of Trustees (the "Board") is to be established to assume fiduciary responsibility for the operation of the Trust.

Pursuant to Section 15(j)(3)(A)(ii) of the Act, the undersigned individual has been appointed as a trustee (the "Trustees") of the Trust, by either: (a) the joint recommendation of labor organizations, national in scope, organized in accordance with section 2 of the Railway Labor Act and representing at least 2/3 of all active employees represented by such national labor organizations covered under the Act; or (b) carriers as defined in section 1 of the Railway Labor Act employing at least 2/3 of all active employees covered under the Act.

The undersigned Trustee has reviewed Section 15(j) of the Act as well as a copy of the proposed Bylaws of the Trust. The Trustee understands the duties and responsibilities of serving on the Board, including his fiduciary obligations to the Trust. Specifically, under the Act, each Trustee is required to discharge his fiduciary duties solely in the interest of the Railroad Retirement Board, and through it, the participants and beneficiaries of the programs funded under the Act, (i) for the exclusive purpose of providing benefits to participants and beneficiaries and defraying reasonable plan expenses, (ii) with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims (including, by diversifying investments), and (iii) in accordance with the Trust's governing documents.

In addition, the undersigned recognizes that the Act imposes conflict of interest restrictions intended to prevent the Trustees from (i) dealing with the assets of the Trust in their own interests, (ii) acting in any transaction involving the assets of the Trust on behalf of a party whose interests are adverse to the interests of the Trust, and (iii) receiving any consideration for their own personal account from any party dealing with the assets of the Trust.

Understanding all of the foregoing duties and responsibilities of this position, the undersigned individual hereby agrees to serve as a Trustee of the Trust, effective February 1, 2002.



George J. Francisco, Jr.

President

National Conference of Fireman and Oilers, SEIU

**ACCEPTANCE BY TRUSTEE
OF THE NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST**

February 1, 2002

The National Railroad Retirement Investment Trust (the "Trust") was established, effective February 1, 2002, pursuant to Section 15(j) of the Railroad Retirement Act of 1974 (the "Act"), as most recently amended by Public Law 107-90, the Railroad Retirement and Survivors' Act of 2001 (the "2001 Act"). Pursuant to the Act, a Board of Trustees (the "Board") is to be established to assume fiduciary responsibility for the operation of the Trust.

Pursuant to Section 15(j)(3)(A)(ii) of the Act, the undersigned individual has been appointed as a trustee (the "Trustees") of the Trust, by either: (a) the joint recommendation of labor organizations, national in scope, organized in accordance with section 2 of the Railway Labor Act and representing at least 2/3 of all active employees represented by such national labor organizations covered under the Act; or (b) carriers as defined in section 1 of the Railway Labor Act employing at least 2/3 of all active employees covered under the Act.

The undersigned Trustee has reviewed Section 15(j) of the Act as well as a copy of the proposed Bylaws of the Trust. The Trustee understands the duties and responsibilities of serving on the Board, including his fiduciary obligations to the Trust. Specifically, under the Act, each Trustee is required to discharge his fiduciary duties solely in the interest of the Railroad Retirement Board, and through it, the participants and beneficiaries of the programs funded under the Act, (i) for the exclusive purpose of providing benefits to participants and beneficiaries and defraying reasonable plan expenses, (ii) with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims (including, by diversifying investments), and (iii) in accordance with the Trust's governing documents.

In addition, the undersigned recognizes that the Act imposes conflict of interest restrictions intended to prevent the Trustees from (i) dealing with the assets of the Trust in their own interests, (ii) acting in any transaction involving the assets of the Trust on behalf of a party whose interests are adverse to the interests of the Trust, and (iii) receiving any consideration for their own personal account from any party dealing with the assets of the Trust.

Understanding all of the foregoing duties and responsibilities of this position, the undersigned individual hereby agrees to serve as a Trustee of the Trust, effective February 1, 2002.



Bernie Gutschewski
Vice President -Taxes
Union Pacific Corporation

**ACCEPTANCE BY TRUSTEE
OF THE NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST**

February 1, 2002

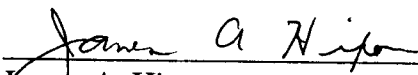
The National Railroad Retirement Investment Trust (the "Trust") was established, effective February 1, 2002, pursuant to Section 15(j) of the Railroad Retirement Act of 1974 (the "Act"), as most recently amended by Public Law 107-90, the Railroad Retirement and Survivors' Act of 2001 (the "2001 Act"). Pursuant to the Act, a Board of Trustees (the "Board") is to be established to assume fiduciary responsibility for the operation of the Trust.

Pursuant to Section 15(j)(3)(A)(ii) of the Act, the undersigned individual has been appointed as a trustee (the "Trustees") of the Trust, by either: (a) the joint recommendation of labor organizations, national in scope, organized in accordance with section 2 of the Railway Labor Act and representing at least 2/3 of all active employees represented by such national labor organizations covered under the Act; or (b) carriers as defined in section 1 of the Railway Labor Act employing at least 2/3 of all active employees covered under the Act.

The undersigned Trustee has reviewed Section 15(j) of the Act as well as a copy of the proposed Bylaws of the Trust. The Trustee understands the duties and responsibilities of serving on the Board, including his fiduciary obligations to the Trust. Specifically, under the Act, each Trustee is required to discharge his fiduciary duties solely in the interest of the Railroad Retirement Board, and through it, the participants and beneficiaries of the programs funded under the Act, (i) for the exclusive purpose of providing benefits to participants and beneficiaries and defraying reasonable plan expenses, (ii) with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims (including, by diversifying investments), and (iii) in accordance with the Trust's governing documents.

In addition, the undersigned recognizes that the Act imposes conflict of interest restrictions intended to prevent the Trustees from (i) dealing with the assets of the Trust in their own interests, (ii) acting in any transaction involving the assets of the Trust on behalf of a party whose interests are adverse to the interests of the Trust, and (iii) receiving any consideration for their own personal account from any party dealing with the assets of the Trust.

Understanding all of the foregoing duties and responsibilities of this position, the undersigned individual hereby agrees to serve as a Trustee of the Trust, effective February 1, 2002.



James A. Hixon
Senior Vice President-Administration
Norfolk Southern Corporation

**ACCEPTANCE BY TRUSTEE
OF THE NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST**

February 1, 2002

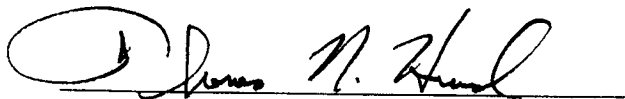
The National Railroad Retirement Investment Trust (the "Trust") was established, effective February 1, 2002, pursuant to Section 15(j) of the Railroad Retirement Act of 1974 (the "Act"), as most recently amended by Public Law 107-90, the Railroad Retirement and Survivors' Act of 2001 (the "2001 Act"). Pursuant to the Act, a Board of Trustees (the "Board") is to be established to assume fiduciary responsibility for the operation of the Trust.

Pursuant to Section 15(j)(3)(A)(ii) of the Act, the undersigned individual has been appointed as a trustee (the "Trustees") of the Trust, by either: (a) the joint recommendation of labor organizations, national in scope, organized in accordance with section 2 of the Railway Labor Act and representing at least 2/3 of all active employees represented by such national labor organizations covered under the Act; or (b) carriers as defined in section 1 of the Railway Labor Act employing at least 2/3 of all active employees covered under the Act.

The undersigned Trustee has reviewed Section 15(j) of the Act as well as a copy of the proposed Bylaws of the Trust. The Trustee understands the duties and responsibilities of serving on the Board, including his fiduciary obligations to the Trust. Specifically, under the Act, each Trustee is required to discharge his fiduciary duties solely in the interest of the Railroad Retirement Board, and through it, the participants and beneficiaries of the programs funded under the Act, (i) for the exclusive purpose of providing benefits to participants and beneficiaries and defraying reasonable plan expenses, (ii) with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims (including, by diversifying investments), and (iii) in accordance with the Trust's governing documents.

In addition, the undersigned recognizes that the Act imposes conflict of interest restrictions intended to prevent the Trustees from (i) dealing with the assets of the Trust in their own interests, (ii) acting in any transaction involving the assets of the Trust on behalf of a party whose interests are adverse to the interests of the Trust, and (iii) receiving any consideration for their own personal account from any party dealing with the assets of the Trust.

Understanding all of the foregoing duties and responsibilities of this position, the undersigned individual hereby agrees to serve as a Trustee of the Trust, effective February 1, 2002.



Thomas N. Hund
Executive Vice President and Chief Financial Officer
Burlington Northern Santa Fe Corporation

**ACCEPTANCE BY TRUSTEE
OF THE NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST**

February 1, 2002

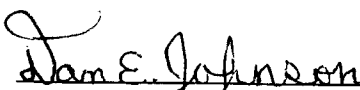
The National Railroad Retirement Investment Trust (the "Trust") was established, effective February 1, 2002, pursuant to Section 15(j) of the Railroad Retirement Act of 1974 (the "Act"), as most recently amended by Public Law 107-90, the Railroad Retirement and Survivors' Act of 2001 (the "2001 Act"). Pursuant to the Act, a Board of Trustees (the "Board") is to be established to assume fiduciary responsibility for the operation of the Trust.

Pursuant to Section 15(j)(3)(A)(ii) of the Act, the undersigned individual has been appointed as a trustee (the "Trustees") of the Trust, by either: (a) the joint recommendation of labor organizations, national in scope, organized in accordance with section 2 of the Railway Labor Act and representing at least 2/3 of all active employees represented by such national labor organizations covered under the Act; or (b) carriers as defined in section 1 of the Railway Labor Act employing at least 2/3 of all active employees covered under the Act.

The undersigned Trustee has reviewed Section 15(j) of the Act as well as a copy of the proposed Bylaws of the Trust. The Trustee understands the duties and responsibilities of serving on the Board, including his fiduciary obligations to the Trust. Specifically, under the Act, each Trustee is required to discharge his fiduciary duties solely in the interest of the Railroad Retirement Board, and through it, the participants and beneficiaries of the programs funded under the Act, (i) for the exclusive purpose of providing benefits to participants and beneficiaries and defraying reasonable plan expenses, (ii) with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims (including, by diversifying investments), and (iii) in accordance with the Trust's governing documents.

In addition, the undersigned recognizes that the Act imposes conflict of interest restrictions intended to prevent the Trustees from (i) dealing with the assets of the Trust in their own interests, (ii) acting in any transaction involving the assets of the Trust on behalf of a party whose interests are adverse to the interests of the Trust, and (iii) receiving any consideration for their own personal account from any party dealing with the assets of the Trust.

Understanding all of the foregoing duties and responsibilities of this position, the undersigned individual hereby agrees to serve as a Trustee of the Trust, effective February 1, 2002.



Dan E. Johnson
General Secretary-Treasurer
United Transportation Union

NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST

May 15, 2002

The Honorable Cherryl T. Thomas
Chairwoman
U.S. Railroad Retirement Board
844 N. Rush Street
Chicago, IL 60611

The Honorable Jerome F. Kever
Management Member
U.S. Railroad Retirement Board
844 N. Rush Street
Chicago, IL 60611

The Honorable V. M. Speakman, Jr.
Labor Member
U.S. Railroad Retirement Board
844 N. Rush Street
Chicago, IL 60611

Re: Appointment of Independent Trustee

Dear Madam Chairwoman, Mr. Kever and Mr. Speakman:

We, the undersigned Trustees of the National Railroad Retirement Investment Trust (the "Trust"), are writing to inform you that Mr. John W. MacMurray has been designated to serve on the Board of Trustees (the "Board") of the Trust pursuant to Section 15(j)(3)(A)(ii)(III) of the Railroad Retirement Act of 1974 (the "Act") as most recently amended by Public Law 107-90, the Railroad Retirement and Survivors' Improvement Act of 2001.

Mr. MacMurray's term commenced as of May 15, 2002 and will expire on February 1, 2005. In accepting his appointment, Mr. MacMurray has agreed to discharge his duties with respect to the assets of the Trust solely in the interests of the Railroad Retirement Board and, through it, the participants and beneficiaries of the programs funded under the Railroad Retirement Act. Enclosed for your reference are copies of the letters by which Mr. MacMurray and the other six Trustees have formally accepted our appointments to the Board.

By way of background, after interviewing several executive search firms, the Trust retained Russell Reynolds to manage a nationwide search for the independent trustee. Russell Reynolds associates and the Board identified 29 candidates, and the Board conducted interviews

with six of those candidates. The Board voted unanimously to select Mr. MacMurray from among the six finalists.

We are delighted that Mr. MacMurray has agreed to serve as a Trustee, and we are confident that the Trust, and ultimately railroad retirement workers and beneficiaries, will be well served by his extensive experience and perspective on investment management and fiduciary matters. Mr. MacMurray served as Vice President of Pension and Benefit Investments for RJR Nabisco from 1988 through 1998. In this capacity, he was responsible for all aspects of pension fund and savings plan investments for RJR Nabisco with assets totaling more than \$6 billion. With more than 30 years of experience, Mr. MacMurray is quite accomplished at managing large pools of pension assets across a broad array of asset classes. Mr. MacMurray started his career in the corporate pension fund investment management area of the Bell Telephone Company of Pennsylvania in 1974. After the AT&T divestment of the regional telephone companies, he served as the Director of Equity Investments for the Benefit Investment Department of the Bell Atlantic Corporation.

In addition to his full-time professional responsibilities, Mr. MacMurray has served on the investment committees of several institutions. He served a six-year term on the Board of Pensions of the Presbyterian Church USA from 1991 through 1997. Today, he serves on the endowment committee of Lehigh University and the foundation committee of his church.

He has also served in the public arena as a Director of the Philadelphia Regional Transit System, SEPTA (1976 to 1981), and was Chairman of the Board in 1978. From 1982 through 1987, Mr. MacMurray was an elected township commissioner in Haverford Township, a Philadelphia suburb where he and his wife Joy raised their three sons.

Mr. MacMurray was born and raised in Philadelphia and attended the public schools, graduating Central High School in 1955. He earned his BS degree in Finance from Lehigh University in 1959. Later, in 1977, he earned his CFA (Chartered Financial Analyst) designation, a top credential in the investment management industry.

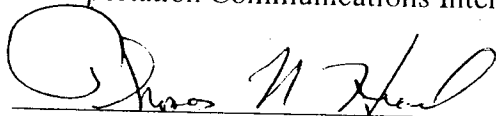
Now that our Board is complete, we look forward to continued cooperation with you on implementing the provisions of Public Law 107-90, for the benefit of rail workers and their families, rail retirees, and the rail industry as a whole.

Sincerely,

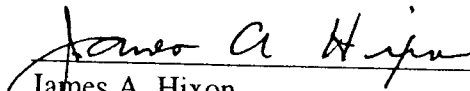
[SIGNATURE PAGE FOLLOWS]



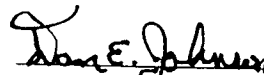
Joel Parker
International Vice President
Transportation Communications International Union



Thomas N. Hund
Executive Vice President & Chief Financial Officer
Burlington Northern Santa Fe Corporation



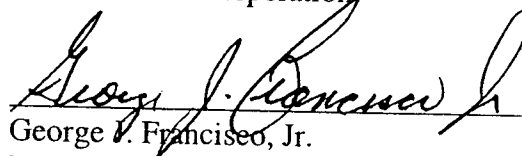
James A. Hixon
Senior Vice President-Administration
Norfolk Southern Corporation



Dan E. Johnson
General Secretary-Treasurer
United Transportation Union



Bernie Gutschewski
Vice President -Taxes
Union Pacific Corporation



George V. Francisco, Jr.
President
SEIU, National Conference of Firemen
and Oilers

**ACCEPTANCE BY TRUSTEE
OF THE NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST**

May 15, 2002

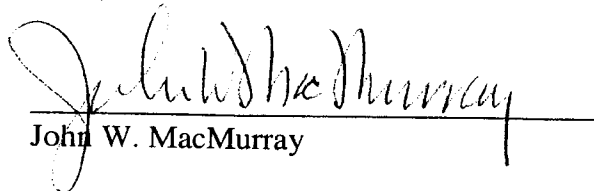
The National Railroad Retirement Investment Trust (the "Trust") was established, effective February 1, 2002, pursuant to Section 15(j) of the Railroad Retirement Act of 1974 (the "Act"), as most recently amended by Public Law 107-90, the Railroad Retirement and Survivors' Act of 2001 (the "2001 Act"). Pursuant to the Act, a Board of Trustees (the "Board") was established to assume fiduciary responsibility for the operation of the Trust.

Pursuant to Section 15(j)(3)(A)(ii)(III) of the Act, the undersigned individual has been appointed as a trustee ("Trustee") of the Trust, by the unanimous vote of the other six Trustees. The specific terms of the undersigned Trustee's compensation by the Trust are set forth in a letter dated May 15, 2002, attached hereto.

The undersigned Trustee has reviewed Section 15(j) of the Act as well as a copy of the proposed Bylaws of the Trust. The Trustee understands the duties and responsibilities of serving on the Board, including his fiduciary obligations to the Trust. Specifically, under the Act, each Trustee is required to discharge his fiduciary duties solely in the interest of the Railroad Retirement Board, and through it, the participants and beneficiaries of the programs funded under the Act, (i) for the exclusive purpose of providing benefits to participants and beneficiaries and defraying reasonable plan expenses, (ii) with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims (including, by diversifying investments), and (iii) in accordance with the Trust's governing documents.

In addition, the undersigned recognizes that the Act imposes conflict of interest restrictions intended to prevent the Trustees from (i) dealing with the assets of the Trust in their own interests, (ii) acting in any transaction involving the assets of the Trust on behalf of a party whose interests are adverse to the interests of the Trust, and (iii) receiving any consideration for their own personal account from any party dealing with the assets of the Trust.

Understanding all of the foregoing duties and responsibilities of this position, the undersigned individual hereby agrees to serve as a Trustee of the Trust, effective May 15, 2002.


John W. MacMurray

NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST

May 15, 2002

Mr. John W. MacMurray
138 Hunters Run
New Town Square, PA 19073

Dear John:

On behalf of the Board of Trustees of the National Railroad Retirement Investment Trust (the "Trust"), we are delighted that you have agreed to serve as a Trustee on the Board. We are confident that the Trust, and ultimately railroad retirement workers and beneficiaries, will be well served by your extensive experience and perspective on investment management and fiduciary matters. This letter agreement (the "Agreement") summarizes the principal terms regarding compensation for your first term as the independent Trustee.

1. Term of Office. Your term will commence as of your acceptance on May 15, 2002, and will expire on February 1, 2005.
2. Base Compensation. In consideration for your services to the Trust, you will receive a base salary of \$40,000 ("Base Compensation"), payable in quarterly installments.
3. Compensation for Participation in Board Meetings. In consideration for your preparation for and participation in meetings of the Board, you will receive \$5,000 for each meeting that you attend in person. For purposes of determining your compensation, unless otherwise agreed in advance, any Board meeting that continues over consecutive days will be considered one meeting.
4. Compensation for Participation in Teleconferences. In consideration for your preparation for and participation in meetings of the Board via teleconference (including meetings scheduled as teleconferences), you will receive \$1,000 for each such teleconference meeting in which you participate.
5. Reimbursement. You are entitled to reimbursement of reasonable costs of travel, lodging and other expenses incurred in connection with your performance of services for the Trust, in accordance with the Trust's policies as in effect from time to time.
6. Voluntary Termination. Either party may terminate the Agreement for any reason at any time in accordance with the Railroad Retirement Act of 1974, as amended ("the Act") and the Trust's bylaws.

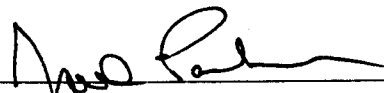
7. Payments in the Event of Termination. Upon the termination of the Agreement at any time for any reason, the Trust shall pay you the Base Compensation earned to the date of termination and any compensation previously earned that has not yet been paid.
8. Governing Law. This Agreement and the legal relations thus created between the parties hereto shall be governed by and construed under and in accordance with the Act and/or the internal laws of the District of Columbia.
9. Arbitration. Although the parties do not anticipate any disputes arising out of this Agreement, in the unlikely event a claim or dispute does arise, the parties agree to arbitrate all such controversies. The arbitration shall be conducted in the District of Columbia, in accordance with Employment Dispute Rules of the American Arbitration Association and the Federal Arbitration Act, 9 U.S.C. § 1, et seq.

As we have discussed, the Board expects to convene, either in person or via teleconference, as often as twice per month during the Trust's nascent stage (the first year of your term). However, once we have finalized arrangements with outside advisers and put in place the necessary administrative systems, we anticipate meeting less frequently, perhaps quarterly.

Please sign both of the original letters. This letter and your letter accepting your fiduciary obligations as a Trustee will be placed in the official Minute Book of the Trust.

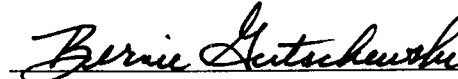
We look forward to working with you.

Sincerely,



Joel Parker

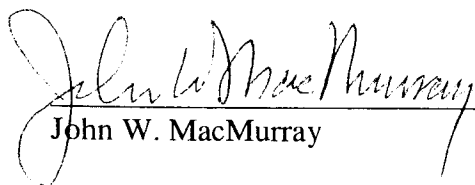
Chair, Board of Trustees



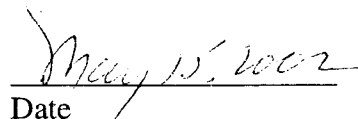
Bernie Gutschewski

Chair, Administrative Committee

Seen and Agreed:



John W. MacMurray



Date

APPENDIX B

As Amended on February 14, 2002

**BYLAWS
of
THE NATIONAL RAILROAD RETIREMENT
INVESTMENT TRUST**

**A Trust Established Pursuant to
The Railroad Retirement and Survivors' Improvement Act of 2001**

ARTICLE I

Purposes

The National Railroad Retirement Investment Trust (hereinafter, the “Trust”) is organized exclusively for the purposes set forth in Section 105 of The Railroad Retirement and Survivors' Improvement Act of 2001 (the "Act"): to manage and invest the assets of the Trust. Section 105(a) of the Act provides for the establishment of a Board of Trustees (the “Board”) to operate the Trust and authorizes the Board to make rules to govern its operations, employ professional staff, and contract with outside advisors to provide legal, accounting, investment advisory or other services necessary for the proper administration of the Trust. Subject to the provisions of the Act, applicable laws of the District of Columbia and these Bylaws, the Trust may conduct any or all lawful affairs necessary to manage and invest its assets.

ARTICLE II

Trustees

Section 1. Powers. Subject to the provisions of the Act, applicable laws of the District of Columbia and these Bylaws, the activities and affairs of the Trust shall be conducted and all powers shall be exercised by or under the direction of the Board. The Board may delegate the management of specific activities of the Trust to any person(s) or committees, provided that the activities and affairs of the Trust shall be managed and all powers shall be exercised under the direction of the Board. Without prejudice to the aforementioned general powers, but subject to the same limitations, it is hereby expressly declared that the Board shall have the following powers in addition to the other powers enumerated in these Bylaws:

(a) To select and remove the officers, agents, independent contractors, employees and advisors of the Trust (including, but not limited to, legal counsel, independent advisers, investment managers, custodial institutions and public accountants, as prescribed by the Act), prescribe powers and duties for them and, where appropriate, fix their compensation.

(b) To conduct the affairs and activities of the Trust and to make such rules and regulations as the Board may deem appropriate for the proper administration of the Trust.

(c) To borrow money and incur indebtedness for the purposes of the Trust, and to cause to be executed and delivered therefor, in the Trust's name, promissory

notes, bonds, debentures, deeds of trust, mortgages, pledges or other evidences of debt and securities therefor.

Section 2. Number of Trustees, Selection and Term of Office. Seven (7) Trustees shall be selected, qualified and appointed to staggered terms, in accordance with the provisions of Section 105(a) of the Act. The six (6) Trustees who are selected by rail labor and management shall have the power to select the Independent Trustee. Terms of office shall commence on February 1 of each year.

Section 3. Vacancies. Subject to the provisions of the Act, applicable laws of the District of Columbia and these Bylaws, any Trustee may resign, effective upon giving sixty days' written notice to the Board, or on such shorter notice as may be agreed between the Board and the resigning Trustee. Pursuant to Section 105(a) of the Act, a vacancy in the Board shall not affect the power of the Board and shall be filled in the same manner as the selection of the Trustee whose departure caused the vacancy. Each Trustee so selected shall hold office until the expiration of the term of the replaced Trustee and until a successor has been appointed.

A vacancy or vacancies in the Board shall be deemed to exist in case of the death, resignation, or removal of any Trustee. The Board may declare vacant the office of a Trustee who has been declared of unsound mind by a final order of court, or convicted of a felony, or been found by a final order or judgment of any court to have breached any fiduciary duty arising under the Act or under any other applicable law governing the Trust.

Section 4. Compensation. The six (6) Trustees who are selected by rail labor and management shall have the power to fix the Independent Trustee's

compensation for services to the Trust. None of the six (6) Trustees who are selected by rail labor and management shall receive compensation from the Trust; provided, however, that any such Trustee who is not employed by either rail labor or management shall be entitled to receive reasonable compensation to be determined by the other Trustees. All Trustees shall be entitled to receive reimbursement for reasonable costs incurred in connection with their attendance at Board meetings and performance of other services to the Trust.

Section 5. Place of Meetings. Meetings of the Board shall be held at any place, within or without the District of Columbia, which has been designated from time to time by the Board. In the absence of such designation, meetings shall be held at the principal office of the Trust.

Section 6. Public Access to Board Meetings. The Board shall have the authority to determine the extent to which individuals other than Trustees may attend meetings or otherwise participate in the deliberations of the Board; provided, however, that no such individual employed by rail labor or management shall be entitled to receive reimbursement for such activities.

Section 7. Annual Meetings. The Board shall hold an annual meeting for the purpose of organization and the transaction of business. Annual meetings of the Board shall be held without call or notice on **March 1 at 10:00 a.m.** local time or on such other date as the Board may specify.

Section 8. Regular Meetings. Regular meetings of the Board shall be held at least quarterly without call or notice on such dates as may be fixed by the Board.

Section 9. Special Meetings. Special meetings of the Board for any purpose or purposes may be called at any time by the Chair of the Board or any three Trustees upon at least seven (7) business days' notice to each Trustee or on such shorter notice as all Trustees may agree.

Section 10. Quorum. Pursuant to Section 105(a) of the Act, five (5) Trustees constitute a quorum of the Board for the transaction of business. Investment guidelines must be adopted by a unanimous vote of the entire Board. Unless otherwise specified in the Act or these Bylaws, all other decisions of the Board shall be decided by a majority vote of the quorum present. Subject to the foregoing, every act or decision taken or made by a majority of the Trustees present at a meeting duly held at which a quorum is present shall be regarded as an act of the Board.

Section 11. Participation in Meetings Via Telephone or Video Conference. Trustees and others entitled to participate in Board meetings may participate in meetings of the Board via telephone or video conference.

Section 12. Adjournment. A majority of the Trustees present, whether or not a quorum is present, may adjourn any Board meeting to another time and place. Trustees who are absent from the adjourned meeting shall be given notice of the time and place at which such meeting will resume.

Section 13. Action Without a Meeting. Any action required or permitted to be taken by the Board may be taken without a meeting if all Trustees consent in writing (including by facsimile) to such action. Such written consent shall have the same effect as a vote of the Board and shall be filed with the minutes of the proceedings of the Board.

Section 14. Rights of Inspection. Every Trustee shall have the right at any reasonable time to inspect and copy all books, records, and documents of every kind and to inspect the physical properties of the Trust.

Section 15. Committees. The Board may appoint one or more committees, including, but not limited to, (i) an Administrative Committee, (ii) an Audit Committee and (iii) an Investment Committee, each consisting of two or more Trustees. Except as otherwise provided in these Bylaws or in the Act, the Board may delegate to such committees any of the authority of the Board, provided that no such Committee shall have the authority to:

- (a) Amend or repeal these Bylaws or any other organizational documents of the Trust or the Board;
- (b) Fill vacancies on the Board or in any committee;
- (c) Appoint other committees of the Board or the members thereof;
- (d) Approve any self-dealing (or “conflict of interest”) transaction;
- (e) Adopt an agreement of merger or consolidation; or
- (f) Sell, lease or exchange Trust property and assets.

The Board may appoint, in the same manner, alternate members of any committee who may replace any absent member at any meeting of the committee. The Board shall have the power to prescribe the manner in which proceedings of any such committee shall be conducted. In the absence of any such prescription, such committee shall have the power to prescribe the manner in which its proceedings shall be conducted. Minutes shall be kept of each meeting of each committee, and such minutes shall be included as an appendix to the minutes of the next meeting of the Board.

ARTICLE III

Officers

Section 1. Officers. The officers of the Trust shall be a Chair, and such other officers as may be appointed by the Board. The Chair shall preside at all meetings of the Board and exercise and perform such other powers and duties as may be from time to time assigned by the Board.

Section 2. Selection, Removal and Resignation. The officers of the Trust shall be appointed by, and shall serve at the pleasure of, the Board, and shall hold their respective offices until their resignation, removal, or other disqualification from service, or until their respective successors shall be appointed.

Any officer may be removed, either with or without cause, by the Board at any time. Any officer may resign at any time by giving written notice to the Board, and any such resignation shall take effect at the date of the receipt of such notice or at any later time specified therein.

Section 3. Vacancies. A vacancy in any office because of death, resignation, removal or any other cause shall be filled in the manner prescribed in these Bylaws for regular appointment to such office. Such vacancies shall be filled as they occur.

ARTICLE IV

Other Provisions

Section 1. Principal Office. The principal office of the Trust shall be fixed and located at such address as the Board shall determine. The Board is granted full power and authority to change said principal office from one location to another. The

Board may make such changes pursuant to this Section 1 without amending the Bylaws, provided that any such changes are documented in a Board resolution duly noted in the minutes of the meetings where such decisions are made.

Section 2. Books and Records. The Trust's books and records, together with all of the documents and papers pertaining to the business of the Trust, shall be kept and maintained at the principal office of the Trust. The fiscal year of the Trust shall end on September 30, unless otherwise provided for by the Board, and the books and records of the Trust shall be kept on a fiscal year basis and shall reflect all the transactions of the Trust and be appropriate and adequate for the Trust's business.

Section 3. Representation of Ownership Interests. The Board or any duly authorized delegate of the Board may vote, represent, and exercise on behalf of the Trust all rights incident to any and all shares of any corporation, or other interest in any entity, held in the name of the Trust. The authority herein granted may be exercised either by any such officer in person or by proxy or power of attorney.

Section 4. Banking. The Chair, or any duly authorized delegate of the Board, may: (i) make deposits into operating accounts held in the Trust's name and endorse checks, drafts, or other instruments for such deposits; and (ii) sign or countersign checks, drafts, or other orders for the payment of money issued in the name of the Trust against any funds deposited into any such accounts.

ARTICLE V

Indemnification

The Trust shall indemnify, in the manner and to the fullest extent permitted by law (including, without limitation, the Act), any person (or the estate of any

person) who was or is a party to, or is threatened to be made a party to, any threatened, pending or completed action, suit or proceeding, whether or not by or in the right of the Trust, and whether civil, criminal, administrative, investigative or otherwise, by reason of the fact that such person is or was a Trustee or an employee of either a rail carrier or a rail union who performed services for the Trust at the direction of one or more Trustees. To the fullest extent permitted by law, the indemnification provided herein shall include expenses (including attorneys' fees), judgments, fines and amounts paid in settlement; and, in the manner provided by law, any such attorneys' fees and expenses may be paid by the Trust in advance of the final disposition of such action, suit or proceeding upon receipt, in each case, of an undertaking by or on behalf of the Trustee to repay such amounts, together with interest thereon, if it is ultimately determined that such Trustee is not entitled to indemnification with respect thereto.

ARTICLE VI

Amendment, Construction and Definitions

Section 1. Amendments. These Bylaws may be amended or repealed by a majority vote of a quorum of Trustees present at a duly held meeting or by a consent in writing of all Trustees.

Section 2. Construction and Definitions. Unless the context otherwise requires, the general provisions, rules of construction and definitions contained in the Act and in any applicable laws of the District of Columbia not inconsistent with the Act shall govern the construction of these Bylaws.

APPENDIX C

NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST

BOARD OF TRUSTEES

FEBRUARY 1, 2002 TO JANUARY 31, 2003

BIOGRAPHICAL INFORMATION

CHAIR

Joel Parker is International Vice President of the Transportation Communications International Union (TCU). He was elected to this position in 1991, and reelected in 1995 and 1999. The Transportation Communications International Union is one of the oldest, largest, and most diversified unions in the transportation industry, tracing its representation of railroad workers back to 1899. Today, the union represents 58,000 active railroad workers and 13,000 retirees that are covered by the railroad retirement program — the second largest of any railway labor union. Mr. Parker, who has 30 years of experience within the railroad industry, has been active in union leadership for 24 years of this period. At the TCU, Mr. Parker has primary responsibility for collective bargaining, arbitration, and pension issues. In addition, Mr. Parker serves as Trustee of the Los Angeles County MTA pension plan with over \$600 million in assets, the Los Angeles County TCU Health and Welfare Plan, the TCU Staff Retirement Plan, and the TCU 401(k) Plan. Mr. Parker was one of the primary negotiators in the labor-management agreement signed in January 2000 that led to the passage of the Railroad Retirement and Survivors' Improvement Act of 2001.

George J. Francisco, Jr. is President of the National Conference of Firemen & Oilers, SEIU (NCFO), representing more than 26,000 men and women employed in railroads and other sectors. During his more than 27 years with NCFO, he has served as the President and Chief Financial Officer of System Council 2 and Conference Vice President, before becoming Conference Secretary-Treasurer in 1996. As NCFO President since January 1998, he has extensive experience serving as a trustee of a number of union pensions, 401K and health and welfare funds, including the Affiliates' Officers and Employees Pension and the Supplemental Retirement Savings (401K) plans of the 1.5 million-member SEIU, as well as the Firemen and Oilers National Pension and Welfare Plan. Mr. Francisco holds a BS degree from the University of Dubuque.

Bernie Gutschewski is Vice President for Taxes for Union Pacific Corporation. An attorney and certified public accountant, he has worked for more than 28 years in senior financial positions, first in public accounting and at the Union Pacific Corporation. In his current position, he leads a department of more than 40 professionals that manage the federal tax, state tax, ERISA, railroad retirement and other related responsibilities of one of America's largest public corporations. He oversees work on the structuring and compliance of the Corporation's obligations under railroad retirement and, for its private plans, under ERISA. Union Pacific Corporation, the nation's largest railroad, is also the largest contributor of funding to the railroad retirement system. In addition, the Corporation currently has private pension plan assets of

almost \$ 2 billion under internal management. Mr. Gutschewski was one of the primary negotiators in the labor-management agreement signed in January 2000 that led to the passage of the Railroad Retirement and Survivors' Improvement Act of 2001.

James A. Hixon is Senior Vice President for Administration of the Norfolk Southern Corporation. Prior to assuming this position, he was Vice President for Taxation of the Corporation. Mr. Hixon is an attorney with a master of laws degree in taxation. His undergraduate major was in business administration and finance. He has more than 22 years of professional experience, first in the private practice of law, and for the past 17 years, in senior finance and administration positions at Norfolk Southern. In addition to his structuring and compliance responsibilities for railroad retirement at Norfolk Southern and his role with respect to the Corporation's private pension plan assets of \$ 1.5 billion, Mr. Hixon has been one of four members of the Conrail Pension Fund Investment Committee since 1998, with fiduciary responsibility for Pension Trust assets of \$613 million. Further, he is a Member of the Board of Visitors of Old Dominion University, and serves as the Chairman of its Administration and Finance Committee. Mr. Hixon was one of the primary negotiators of the labor-management agreement signed in January 2000 that led to the passage of the Railroad Retirement and Survivors' Improvement Act of 2001.

Thomas N. Hund is Executive Vice President and Chief Financial Officer of the Burlington Northern Santa Fe Corporation (BNSF). BNSF operates one of the largest rail systems in North America, and is the second largest contributor of funding to the railroad retirement system. Mr. Hund, who is a CPA, completed his undergraduate work in business administration at Loyola University of Chicago, and has an MBA from the University of Chicago. He began his professional career in public accounting, and has spent more than 19 years in senior finance positions with BNSF and its predecessor railroads. In his current position, he supervises approximately 1,000 professionals, and has primary responsibility for a wide variety of financial matters within the Corporation including: financial reporting, various aspects of the internal treasury function, tax, and management of the Corporation's private pension plan assets, now totaling in excess of \$1 billion.

Daniel E. Johnson, III is General Secretary and Treasurer of the United Transportation Union and the United Transportation Union Insurance Association (UTU and UTUIA). The UTU is the largest of the unions representing workers covered under the Railroad Retirement System, representing more than 125,000 active and retired members. The UTUIA is a fraternal insurance company, that was created to provide life and annuity insurance for railroad workers. Mr. Johnson, who received his undergraduate degree from the University of Arizona, and did graduate work at the University, has more than 35 years of experience in the railroad industry, and has held numerous positions of leadership within the UTU during this period. As General Secretary and Treasurer of the UTU and UTUIA, he was the elected Chief Financial Officer with management oversight of union and UTUIA activities, and pension operations. In this capacity, he has oversight responsibility for more than \$215 million in insurance assets currently under management, as well as lesser amounts of union and pension funds.

John W. MacMurray was selected in May 15, 2002 as the independent member of the Board of Trustees of the National Railroad Retirement Investment Trust. He is a retired Vice President of Pension and Benefit Investments for RJR Nabisco, where he served from 1989-1998. In this

capacity, he was responsible for all aspects of pension fund and savings plan investments for RJR Nabisco with assets totaling more than \$6 billion. Mr. MacMurray has 30 years in managing large pools of investment assets and, prior to his positions with RJR Nabisco, served in a similar capacity for the Bell Atlantic Corporation and several of its predecessor corporations. He has a degree in finance, and subsequently earned his CFA. In addition, he has served on several investment committees of not-for-profit institutions including the Board of Pensions of the Presbyterian Church USA, the endowment committee of Leigh University, and the foundation committee of his church. In addition, to his corporate investment management work, he has been a Director and Chairman of SEPTA, the Philadelphia regional transit system.

In their work on the Trust, each of the Trustees has also utilized other industry professionals from the four largest railroads and the major railway labor organizations to provide assistance to the Board in their areas of special expertise. This include senior individuals in the treasury, investment management, human resources, ERISA, and risk management functions of these organizations.

BIOGRAPHICAL INFORMATION
CHIEF INVESTMENT OFFICER

Enos T. Throop, Jr. On August 1, 2002, the Trust hired Enos T. Throop, Jr. to serve as its Chief Investment Officer. Mr. Throop has more than 25 years of investment management experience, including 13 years with the United Mine Workers of America Health and Retirement Funds, where he served as Director of Investments since 1997. In that capacity, he had responsibility for investing more than \$7 billion in health, retirement and savings plan assets. Before joining the UMWA Funds, he directed equity investments for the State of Maryland Investment Agency. Mr. Throop earned his Chartered Financial Analyst (CFA) designation in 1988, and holds undergraduate and MBA degrees from Hofstra University.

APPENDIX D

DISCLOSURE OF INVESTMENT INFORMATION

National Railroad Retirement Investment Trust **Statement of Policy**

The mandate of the National Railroad Retirement Investment Trust (the "Trust") is to maximize investment returns of Trust assets consistent with the fiduciary standards set forth in the Railroad Retirement and Survivors' Improvement Act of 2001 ("the Act"). Pursuant to the Act, the Trust will submit an annual report to Congress, the President, the Railroad Retirement Board, and the Office of Management and Budget on its activities. This report will include a statement of financial position; a statement of operations; a statement of cash flows; a statement on internal accounting and administrative control systems; a financial audit report; and any other information necessary to inform the Congress about the operations and financial condition of the Trust. The Trust shall also file such returns as may be required by the Internal Revenue Code of 1986 or any other applicable Federal law.

The Trustees recognize the sensitivity of all deliberations related to investment decision making, particularly in a Trust of this size and unique statutory structure. As such, the Trustees have established a policy to maintain the confidentiality of all information related to investment deliberations and decisions of the Trust. Such information shall not be disclosed publicly except to the extent that it is required to be included in summary or aggregate form in annual reports that are required pursuant to the Act, the Internal Revenue Code, or any other applicable Federal law.

The Trustees recognize their statutory obligation to discharge their duties solely in the interest of the Railroad Retirement Board and through it, the participants and beneficiaries of the programs funded under this Act. As such, the Trust shall respond promptly to any inquiry of the Railroad Retirement Board with respect to investment activities of the Trust, but shall do so in a manner so as to maintain the confidentiality of such information, under such terms and conditions as may be developed by Trust counsel and the General Counsel of the Railroad Retirement Board. Any request for confidential information from any other agency or instrumentality of the Federal Government shall be reviewed by the trustees on a case-by-case basis and in consultation with the Railroad Retirement Board.

Adopted by the Board of Trustees
June 5, 2002

APPENDIX E

CONFLICTS OF INTEREST
Policy Statement of the
National Railroad Retirement Investment Trust

Statement of policy

The policy of the National Railroad Retirement Investment Trust (the "Trust") with respect to conflicts of interest requires that the Trustees and all employees (hereinafter "NRRIT personnel") avoid any conflict or appearance of conflict between their personal interests and the interest of the Trust in dealing with all entities or individuals doing or seeking to do business with the Trust. Underlying these standards is the fundamental proposition that all NRRIT personnel must discharge their duties solely in the interest of the Railroad Retirement Board and through it, the participants and beneficiaries of the programs funded under the Railroad Retirement Act of 1974, as amended.

Personal finances

NRRIT personnel shall not, without the consent of the Board of Trustees, hold or acquire a financial interest in any enterprise which to the knowledge of the individual has any business relationship with the Trust, or is seeking to establish such business relationship. A financial interest shall not include securities in a publicly traded company held directly or indirectly, provided that such interest is less than one percent (1%) of the outstanding shares of such company or debt of such company.

Outside activities

NRRIT personnel shall not hold any position with any other enterprise, the existence of which would conflict or might reasonably be supposed to conflict with the individual's performance of his or her duties or responsibilities to the Trust without full and complete disclosure thereof to the Board of Trustees.

NRRIT personnel shall not negotiate employment with any person or entity that is doing business or seeking to do business with the Trust without full and complete disclosure thereof to the Board of Trustees.

Inside information

NRRIT personnel shall maintain the confidentiality of all information related to deliberations and decisions, including but not limited to investment decisions, of the Trust and shall not use such information for personal profit or allow it to be used for personal profit of others.

Gratuities

NRRIT personnel, or members of their families, shall not accept gifts, gratuities, or services from any person, firm or corporation doing business or seeking to do business with the Trust under circumstances in which it could reasonably be inferred that the purpose of the donor was to influence the individual in the performance of his or her duties.

NRRIT personnel, or members of their families, shall not accept money or other valuables in connection with any investment made by or for the Trust, nor shall any such person have any pecuniary interest in such investment.

Disclosure

Whenever an NRRIT personnel becomes aware of a conflict of interest, or has any question as to any activity, interest, or relationship which could be construed as a conflict of interest, such individual shall promptly report the circumstances to the Board of Trustees.

All NRRIT personnel shall annually sign a statement affirming that such person has:

- a. received a copy of this conflict of interest policy,
- b. read and understands this policy, and
- c. agreed to comply with its terms.

Approved and adopted by the Board of Trustees, July 19, 2002.

APPENDIX F

NRRIT

National Railroad Retirement Investment Trust

INVESTMENT GUIDELINES

The National Railroad Retirement Investment Trust (the "Trust") was established, effective February 1, 2002, pursuant to Section 15(j) of the Railroad Retirement Act of 1974 (the "Act"), as most recently amended by Public Law 107-90, the Railroad Retirement and Survivors' Improvement Act of 2001. The Trust's sole purpose is to manage and invest industry-funded Railroad Retirement assets. Domiciled in Washington, D.C., the Trust is a private, tax-exempt entity that is not an agency or instrumentality of the Federal government. Pursuant to the 2001 Act, the Trust is governed by a Board of seven Trustees -- three selected from railroad carriers, three selected from railroad labor unions, and an independent Trustee selected by the other six Trustees.

The Act authorizes the Trust to diversify the investment of the assets of the Railroad Retirement system into asset classes in a manner similar to defined benefit plans of other U.S. industries. Section 15(j)(4) of the Act directs the Board of Trustees to retain (i) independent advisers to assist them in the formulation and adoption of investment guidelines, and (ii) independent investment managers to invest the assets of the Trust in a manner consistent with such investment guidelines. Section 15(j)(5) of the Act sets forth fiduciary standards for the Trustees and directs them to discharge their duties solely in the interest of the Railroad Retirement Board and, through it, the participants and beneficiaries of the programs funded through the Trust. That section also directs the Trustees to diversify the Trust's investments "so as to minimize the risk of large losses and to avoid disproportionate influence over a particular industry or firm, unless under the circumstances it is clearly prudent not to do so." In accordance with these statutory directives, the Trustees have adopted the following Investment Guidelines to commence the diversification of the Trust's portfolio.

I. Investment Objectives

The Trust's principal investment objectives are: (i) to ensure the timely and certain payment of benefits to eligible railroad retirement plan participants and beneficiaries, and (ii) to achieve a long term rate-of-return on assets sufficient to enhance the financial strength of the railroad retirement system.

II. Investment Guidelines

The Trustees retained an independent investment advisory firm to conduct a comprehensive Asset/Liabilities & Asset Allocation study for the purposes of determining the most appropriate mix of assets for the Trust. The study analyzed the projected liabilities of the Trust and long-term expected return, risk, and the return correlation of various asset classes, as well as the expected return and risk of various portfolios of these asset classes. Using the guidance provided by this study, the Trustees have adopted the asset allocation policy and target ranges set forth below.

A. Target Asset Allocation Strategy

Asset Class	Policy Target	Target Range
EQUITY	65%	60-70%
Domestic (U.S.) Equities	40%	34-46%
International Equities	20%	17-23%
Private Equity	5%	3-7%
FIXED INCOME (including cash)	35%	30-40%
Investment Grade Bonds	30%	25-35%
High Yield Bonds	5%	3-7%

B. Asset Allocation Strategy Implementation

The Trustees recognize that it would be impossible to immediately diversify the Trust's assets into the full array of asset classes set forth in these guidelines in a prudent and cost-efficient manner. The diversification will be undertaken systematically, with a view toward achieving the target allocation (65 percent equity and 35 percent fixed income) over a reasonable time period. The proportions of Trust assets invested in the various asset classes will be maintained within the target ranges outlined above.

C. Mandatory Rebalancing

The following guidelines will be applied to maintain the desired asset allocation targets:

1. If, at the end of any calendar quarter, the proportion of Trust assets invested in any asset class (as calculated by the custodian bank) exceeds the limits of the target range for such asset class, as prescribed above, a rebalancing from such asset class to one or more other asset classes will be undertaken.
2. Rebalancing will be initiated promptly in the first month following receipt of a quarterly notice from the custodian bank that one or more asset classes have reached the target range limits prescribed above. Rebalancing should be completed promptly and in a cost effective manner.
3. If a rebalancing is not deemed advisable, written approval of the Trustees will be required to supercede the requirements of paragraph 1 above.

D. Restrictions

1. No more than 10% of the Trust's assets may be invested by any individual investment manager. This limitation shall not apply to assets invested by a manager retained to invest assets in index accounts.

2. Trust assets shall not be invested in securities of publicly traded corporations whose primary business is the operation of North American railroads. A list of these corporations is attached as Appendix A. This limitation does not apply to securities that are purchased as part of a broad market index account.
3. All investments shall be made in accordance with the Trust's Conflict of Interest Policy, adopted by the Trustees on July 19, 2002.

III. Selection/Appointment of Investment Managers

Pursuant to the authority granted under Section 15(j)(4) of the Act, the Trustees will retain independent investment managers to invest the assets of the Trust consistent with these Investment Guidelines. A separate agreement between the Trust and each individual investment manager (each an "Investment Management Agreement") will document the specific responsibilities and compensation arrangements of each investment manager. Each such agreement shall be drafted in accordance with the Trust's Investment Guidelines which may be modified by the Trustee's from time to time. Each investment manager will have full discretion, within the parameters of the Investment Management Agreement, to (i) select securities and properties for investment, (ii) determine the timing and execute transactions and (iii) act in accordance with Trust's Proxy Voting Policy Statement.

IV. Performance Measurement

Appropriate benchmarks will be established with respect to the various asset classes described above. Performance of the Trust will be measured currently and historically, based on compliance with these Investment Guidelines and by reference to the appropriate benchmarks. Time-weighted rates of return will be calculated for the Trust by the custodian bank.

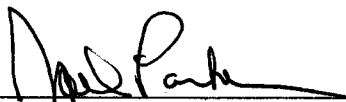
V. Voting of Proxies

All proxies shall be voted solely in the interest of plan participants and beneficiaries as outlined in the Trust's Proxy Voting Policy Statement.

VI. Periodic Review and Amendment

The Trustees will review these Investment Guidelines on a regular basis. Any material changes approved by the Trustees will be communicated to the investment managers.

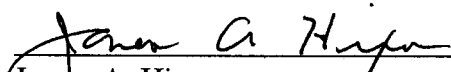
Approved and adopted by the undersigned Trustees at Washington, D.C. on August 21, 2002.



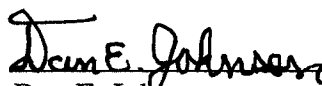
Joel Parker
International Vice President
Transportation Communications International Union



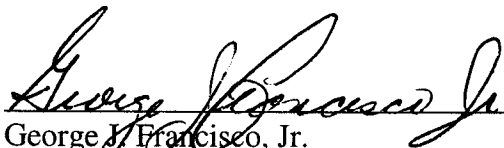
Thomas N. Hund
Executive Vice President & Chief
Financial Officer
Burlington Northern Santa Fe
Corporation



James A. Hixon
Senior Vice President-Administration
Norfolk Southern Corporation



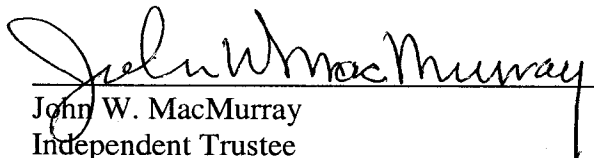
Dan E. Johnson
General Secretary-Treasurer
United Transportation Union



George J. Francisco, Jr.
President
SEIU, National Conference of Firemen and Oilers



Bernie Gutschewski
Vice President -Taxes
Union Pacific Corporation



John W. MacMurray
Independent Trustee

APPENDIX A

Note: The entities listed below are classified by the U.S. Securities and Exchange Commission as being primarily engaged in "railroads" or "line haul operating," pursuant to section 482111 of the North American Industry Classification System.

BURLINGTON NORTHERN SANTA FE CORP
CANADIAN NATIONAL RAILWAY CO
CANADIAN PACIFIC RAILWAY LTD/CN
CSX CORP
FLORIDA EAST COAST INDUSTRIES INC
GENESEE & WYOMING INC
KANSAS CITY SOUTHERN
NORFOLK SOUTHERN CORP
RAILAMERICA INC /DE
UNION PACIFIC CORP

APPENDIX G

MEMORANDUM OF UNDERSTANDING

Budgetary, Accounting and Financial Reporting Responsibilities Respecting Assets Held by the National Railroad Retirement Investment Trust

The Railroad Retirement Board (RRB), the National Railroad Retirement Investment Trust (the Investment Trust), the Department of the Treasury (Treasury), and the Office of Management and Budget (OMB) (collectively, the Parties), agree on the following budgetary, accounting and financial reporting responsibilities respecting assets transferred to and from, and held by, the Investment Trust for RRB.

1.0 General

The Parties agree that, (i) while the Railroad Retirement and Survivors' Improvement Act of 2001 (P.L. 107-90) (the Act) provides that the Investment Trust is not a department, agency, or instrumentality of the Federal Government, the cash and investments held by the Investment Trust for RRB are nevertheless assets of the Federal Government and must be accounted for and reported as such; (ii) the Act provides that the Investment Trust is not subject to the requirements of Title 31 of the U.S. Code (including apportionment); and (iii) the annual audit of the Investment Trust required by the Act shall be prepared in accordance with Generally Accepted Accounting Principles (GAAP).

2.0 Fiscal Year of the Investment Trust

The Investment Trust will use the same fiscal year as the Federal Government. Currently, the Federal Government's fiscal year begins on October 1 and ends on September 30 of the following calendar year.

3.0 Account Structure

The transactions of the Investment Trust shall be reported using a separate trust fund account symbol, with RRB being the program agency for that account. The following Treasury Fund Account Symbols have been reserved to report this activity:

60X8118	National Railroad Retirement Investment Trust
60X8118.1	Gains and losses on non-Federal securities, National Railroad Retirement Investment Trust
60X8118.2	Earnings on investments in Federal securities, National Railroad Retirement Investment Trust
60X8118.3	Interest and dividends on non-Federal securities, National Railroad Retirement Investment Trust
60X8118.4	Payment from the Railroad Retirement Account, National Railroad Retirement Investment Trust

60X8118.5	Payment from the Social Security Equivalent Benefit Account, National Railroad Retirement Investment Trust
60X8118.6	Payment from the Railroad Retirement Supplemental Account, National Railroad Retirement Investment Trust

Federal securities are securities issued by the Treasury and securities issued by a Federal agency. Non-Federal securities include all permitted investments, excluding Federal securities. For purposes of this memorandum, securities that are guaranteed by Federal agencies are considered to be non-Federal securities.

Treasury's Financial Management Service (FMS) has established the accounts described above (with the designation account symbol of 60X8118) in FMS's central accounting and financial reporting system. Using this new account number, Treasury's Bureau of the Public Debt (BPD) will establish a separate investment account within BPD's investment accounting system for Investment Trust activity. This separate account will be reflected in separate line items on both the Monthly Treasury Statement and the Monthly Statement of the Public Debt for the activity of the Investment Trust.

4.0 Accounting Treatment of Non-Federal Security Purchases and Sales by the Investment Trust

Purchases and sales of non-Federal securities (other than gains and losses) by the Investment Trust will be treated as a means of financing, as required by section 105(c) of the Act.

5.0 Receipts to the Railroad Retirement System

Treasury's Internal Revenue Service will continue to collect and deposit receipts from the railroad industry for funding of the Railroad Retirement System. Nothing in this memorandum is to be construed as altering that arrangement. Receipts will initially be credited to the Railroad Retirement Account (RRA) or the Social Security Equivalent Benefit Account (SSEBA), as appropriate. RRB shall continue to account for these receipts, in accordance with Treasury guidance issued from time to time.

5.1 Investment in the RRA and the SSEBA

The receipts credited to the RRA and the SSEBA will be automatically invested by BPD in par-value Treasury special securities maturing on the first business day of the following month unless RRB provides specific instructions to do otherwise. Proceeds from maturing securities in the RRA and the SSEBA will be automatically re-invested by BPD in par-value Treasury special securities maturing on the first business day of the following month unless RRB provides specific instructions to do otherwise.

5.2 Receipts of the Investment Trust

Receipts of the Investment Trust will be recorded in the following sub-accounts:

- Gains and losses on non-Federal securities (60X8118.1);
- Earnings on investments in Federal securities (60X8118.2);
- Interest and dividends on non-Federal securities (60X8118.3);
- Payment from the Railroad Retirement Account (60X8118.4);
- Payment from the Social Security Equivalent Benefit Account (60X8118.5); and,
- Payment from the Railroad Retirement Supplemental Account (60X8118.6).

6.0 Transfers of Assets from RRB to the Investment Trust

Subject to the Act and this Memorandum of Understanding, RRB shall determine the timing and the amount of transfers of assets from the RRA, SSEBA, and the Railroad Retirement Supplemental Account (RRSA) to the Investment Trust.

6.1.1 Cash Transfers

RRB shall direct Treasury to transfer cash from the RRA, SSEBA, and RRSA to the Investment Trust. RRB has provided Treasury's Office of Cash and Debt Management (OCDM) with an initial schedule of expected transfers for a period of six months (September 2002 through February 2003). RRB shall provide OCDM with updates to the initial schedule if there are any changes to the dates and amounts of the expected transfers. If it is determined that the transfers will extend beyond the initial six-month schedule, RRB shall provide a revised schedule to cover periods not included on the original schedule (i.e. beyond February 2003) as soon as it is known that transfers will extend beyond this period.

If the need arises for RRB to make transfers from the Investment Trust to the RRA to fund Treasury-disbursed payments, RRB shall provide OCDM with the anticipated amount(s) to be transferred between the Investment Trust and the RRA.

These updates to the initial schedule of cash transfers and notices of transfers from the Investment Trust to RRB shall be pursuant to the business rules contained in Section 6.1.2. All updated schedules and notices shall be delivered in writing to:

David J. Monroe
Director, Office of Cash and Debt Management
Department of the Treasury
1500 Pennsylvania Ave, NW
Washington, DC 20220
Fax Number – (202) 622-4775

6.1.2 Notice for Specific Cash Transfers

Below are the business rules for providing advance notification to Treasury for daily cash management purposes. For each specific transfer of cash projected in the schedule provided in section 6.1.1, RRB shall provide:

- fifteen (15) business days advance written notification for amounts greater than \$2 billion,
- five (5) business days advance written notification for amounts between \$500 million and \$2 billion,
- two (2) business days advance notification of amounts between \$50 million and \$500 million, and
- transfers of less than \$50 million do not require advance notification.

(See Attachment A for the procedures to transfer cash assets to the Investment Trust. Additional guidance on the reporting of large dollar transfers is provided in the Treasury Financial Manual, Volume 1, Part 6, Section 8500 (<http://www.fms.treas.gov/tfm/vol1/v1p6c850.txt>)).

6.2 Transfers of Securities

Subject to the Act, RRB may request Treasury to transfer certain Treasury securities to the Investment Trust. Only securities held by RRB on the date of enactment of the Act (i.e. on December 21, 2001) are eligible to be transferred. RRB shall identify to BPD any specific securities to be transferred to the Investment Trust. Notification shall be signed by the contact for RRB account on file with BPD, and shall be delivered prior to 3:00 p.m. (Eastern Time) in writing to:

Susan Chapman
Director, Division of Federal Investments
Office of Public Debt Accounting
Bureau of the Public Debt
P.O. Box 1328
Parkersburg, WV 26106
Phone Number (304) 480-5111
Fax Number (304) 480-5212

BPD will transfer these securities to the Investment Trust by changing the account in which the securities are held in BPD's investment accounting system from the Railroad Retirement Account, 60X8011, to the Investment Trust account, 60X8118. No transaction activity (redemption or investment) will result from the transfer; however, RRB must report the transfer of the securities between the accounts to FMS. The securities will be maintained in non-marketable, book-entry form.

(See Attachment B for the procedures to transfer Treasury securities currently held by RRB to the Investment Trust.)

6.3 Accounting Treatment for Assets Held by the Investment Trust

RRB will record all cash and investments held by the Investment Trust for RRB as Federal funds held outside of Treasury.

7.0 Reporting Requirements

7.1 Annual Report

Section 105(a)(3)(E) of the Act requires the Investment Trust to submit an annual management report to Congress no later than 180 days after the end of the Investment Trust's fiscal year, and to provide a copy of the management report to the President, RRB, and OMB when it is submitted to Congress.

7.2 Monthly Reporting Requirements

As RRB continues to be responsible for the overall management of the Railroad Retirement System, RRB will be responsible for all budgetary and proprietary reporting of the Investment Trust's transactions, and for reporting to Treasury the amount of cash and the value of investments held by the Investment Trust. Treasury and OMB have developed specialized reporting requirements to handle the complexity added by the use of the Investment Trust to manage the Railroad Retirement System's assets and the disbursing agent to pay pension benefits.

- RRB is required to report all payments to and from the Investment Trust and the RRA, SSEBA, and RRSA on a monthly basis for the month in which the payment occurred.
- The Investment Trust may report on a one month delayed basis to RRB, which in turn will report the information to Treasury on a monthly basis. However, the Investment Trust will work towards improving the timeliness of its reporting, so that the transactions are reported as of the end of the month in which they occurred, consistent with all other Federal reporting.

7.2.1 Monthly Reporting by RRB on the RRA and the SSEBA

Nothing in this memorandum is to be construed as altering RRB's current requirements for monthly financial reporting of activity in the RRA and the SSEBA.

Transfers from the RRA and the SSEBA to the Investment Trust account will be reported as outlays of those accounts and as offsetting receipts of the Investment Trust account. Transfers from the Investment Trust account to the RRA will be reported as outlays of the Investment Trust account and as offsetting receipts of the RRA.

7.2.2 Timing of Monthly Reports by the Investment Trust to RRB

The Investment Trust shall report the information described in sections 7.2.3, 7.2.4, and 7.2.5 on a monthly basis to RRB. Except when Treasury, OMB, RRB and the Investment Trust agree to an alternative reporting schedule, this means that the Investment Trust may report each month's transactions no later than the third workday day of the second month after the transactions have occurred. (Beginning January 2003, the Investment Trust may report no later than the second workday of the second month.)

7.2.3 Required Monthly Information

Except as provided in Section 7.2.4, the Investment Trust shall report the following information to RRB:

- Total market value of non-Federal securities, end of month;
- Total interest earnings on Federal securities;
- Total interest and dividends earned on non-Federal securities;
- Total purchases of non-Federal securities;
- Total sales of non-Federal securities;
- Cash balance, end of month;
- Total purchases (at par) of Federal securities;
- Discounts and premiums on Federal securities at time of purchase
- Total sales (at par) of Federal securities;
- Payments to the disbursing agent;
- Administrative expenses; and,
- Payments received from the RRA, the SSEBA, and the RRSA.

Interest earnings on Federal securities (other than zero coupon bonds) shall include any purchase premiums and/or accrued interest at the time of purchase (as a negative), any periodic interest payments (as a positive), any gains realized from purchase discounts at the time of maturity or sale (as a positive)¹, and any gains or losses on sale. Zero coupon bonds will be valued at market value on a monthly basis. The purchases and sales of all other Federal securities shall be reported at par. (Additional guidance to Federal agencies on reporting for accounts invested in Department of the Treasury securities is provided in the Treasury Financial Manual, Volume 1, Part 2, Chapter 4300 (<http://www.fms.treas.gov/tfm/vol1/v1p2c430.pdf>). For U.S. Standard General Ledger transactions related to reporting for accounts invested in Department of the Treasury securities, further guidance is available at <http://www.fms.treas.gov/ussgl>.)

Interest and dividends earned on non-Federal securities shall be reported on a gross basis. That is, if interest or dividends are reinvested, this shall be reported simultaneously as interest or dividends earned and as purchases of non-Federal securities.

¹ Discounts are reported as a positive in subclass 75 (Unrealized Discount on Investments) at time of purchase. At maturity or sale, the purchase discount is reversed by reporting a negative receipt in subclass 75 and any gain realized from the discount is reported as interest in the 60X8118.2 receipt account as a positive.

RRB shall use the information provided by the Investment Trust to prepare the monthly financial reports for the Investment Trust account (60X8118) and report to Treasury. As long as the Railroad Retirement System payments are disbursed through a FMS Financial Center, RRB shall complete the Statement of Transactions (Form 224) by the fifth workday of the month (the third workday, beginning January 2003). Once the Railroad Retirement System payments are disbursed through a non-Federal disbursing agent, RRB shall complete the Statement of Accountability (Form 1219) and the Statement of Transactions (Form 1220) by the fifth workday of the month. RRB shall use the standard reporting procedures to complete these reports. (Additional guidance to Federal agencies on financial reporting is provided in the Treasury Financial Manual, Volume 1, Part 2. (<http://www.fms.treas.gov/tfm/vol1/v1p2c100.html>)).) The table in Appendix C provides detailed guidance for reporting each class of anticipated transactions.

7.2.4 Monthly Valuation of Assets Held by the Investment Trust

As mentioned above, RRB shall report the total market value of the portfolio of non-Federal securities held by the Investment Trust to Treasury on a monthly basis. Realized and unrealized gains and losses (net of purchases and sales) on the portfolio of non-Federal securities held by the Investment Trust shall be reported as offsetting receipts. The Investment Trust may report this mark-to-market valuation of the portfolio to RRB on a 30-day delay basis. RRB will calculate gains and losses on non-Federal securities as follows:

Total market value of non-Federal securities, end of the current month	
+ Sales of non-Federal securities	
- Purchases of non-Federal securities	
- Total market value of non-Federal securities, end of previous month	

The Parties agree that it would be difficult and expensive to revalue certain classes of non-Federal assets held by the Investment Trust on a monthly basis. Therefore, the Investment Trust shall be required to revalue monthly only assets for which current market quotations are readily available in nationally recognized financial media. The Investment Trust may revalue all other assets on an annual basis (at the end of the fiscal year).

7.2.5 Administrative Expenses

The Investment Trust shall report its direct expenditures for administrative expenses to RRB each month on an aggregate basis. In addition, at least once each year (at the end of the fiscal year) the Investment Trust shall report the amount of administrative expenses incurred by investment management firms that invest on its behalf. To the extent that these firms deduct their administrative expenses from earnings reported to the Investment Trust, the Investment Trust shall report the amount of estimated administrative expenses separately and increase amounts of earnings reported by the same amount.

7.2.6 Certification of Monthly Information

RRB shall certify to Treasury that it has reported the information provided to it by the Investment Trust. RRB's certification will not be construed as certifying to the accuracy of the information provided by the Investment Trust. Ensuring the accuracy of the information provided on a monthly basis is a responsibility of the Investment Trust. However, RRB is responsible for ensuring that the annual information reported to Treasury is consistent with the Investment Trust's audited financial statements subject to differences between the budget and financial reporting in the basis for measurement of transactions. To the extent there are differences for other reasons, RRB will work with the Investment Trust to correct the information reported to Treasury.

7.2.7 Benefit Payments

RRB's reporting of monthly benefit payments is not covered by the one month delay permitted by paragraph 7.2.2 because RRB will have the information necessary to report benefit payments at the end of the month in which the benefits are paid. Under the Act, RRB continues to have the responsibility for determining who is entitled to railroad retirement benefits, the amount of each benefit, and the timing of payments. In addition, RRB will direct the Investment Trust to transfer funds to the disbursing agent sufficient to pay railroad retirement non-SSEB tier 1, tier 2 and supplemental benefits.

7.3 Required Quarterly Reporting

On a quarterly basis, RRB will also be required to complete FACTS II (Federal Agencies' Centralized Trial-Balance System II) reporting based on information provided by the Investment Trust. FACTS II will allow RRB to submit one set of accounting data (mostly budgetary, but some also proprietary) that fulfills the needs of the FMS 2108 Year-End Closing Statement and the SF 133 Report on Budget Execution. The reporting schedule and additional guidance related to FACTS II reporting is provided in the FMS website at <http://www.fms.treas.gov/ussgl/factsii/index.html>.

7.4 Required Yearly Reporting

RRB shall report the financial information as required in the Treasury Financial Manual, Volume I, Part 2, Chapter 4000 (I TFM 2-4000) Federal Agencies' Centralized Trial-Balance System (FACTS I) to FMS, using Treasury Fund Account Symbol number 60X8118 which will include the information on the activities and balances of the Investment Trust.


8.0 Revision of Reporting Requirements

If necessary, this memorandum will be updated as needed, with consent of the Parties, to reflect changes in reporting requirements published in OMB's Circular No. A-11.

Attachments

9.0 Signatures

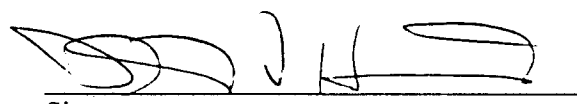
Railroad Retirement Board


Signature

Steven A. Bartholow
General Counsel/Senior Executive Officer

10/16/2002
Date

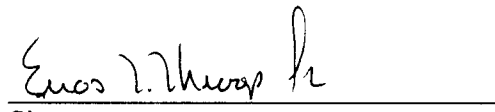
Department of the Treasury


Signature

Donald V. Hammond
Fiscal Assistant Secretary

10/16/02
Date

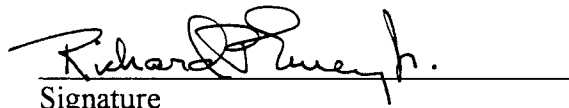
National Railroad Retirement Investment Trust


Signature

Enos T. Throop, Jr.
Chief Investment Officer

October 21, 2002
Date

Office of Management and Budget


Signature

Richard P. Emery, Jr.
Assistant Director for Budget Review

10/28/2002
Date

Cash Transfer to the National Railroad Retirement Investment Trust Procedures

Objective	RRB / Trust Action	Treasury Action
Initial Transfer of Excess Balances (Cash) from RRB Accounts to Trust	<p>The Trust, through RRB, has provided a schedule to Treasury (OFAS) of pending transfers of the initial balances in the Railroad Retirement Account (60X8011), the Social Security Equivalent Benefit Account (60X8010) and the Railroad Retirement Supplemental Account – (60X8012). With this advance notification, funds can be made available to Trust on specified dates.</p> <p><i>Updates to the schedule of transfers should be provided, in writing, to:</i> David J. Monroe Director, Office of Cash and Debt Management Department of the Treasury 1500 Pennsylvania Ave, NW Washington, DC 20220 Fax Number – (202) 874-4775</p>	<p>Treasury (OFAS – OCDM) identifies need for requested amount of cash and plans to have funds available.</p> <p>Depending on size of transfer, Treasury may be able to make transfers of cash without the full 30-day notice. However, the 30-day notice will enable Treasury to ensure that the full amount of funds will be able to be transferred in 30 days. Treasury will work with RRB and the Trust on specific timing of transfers.</p>
	RRB instructs BPD to liquidate securities held in accounts 60X8011, 60X8010 and 60X8012 by sending redemption instruction to BPD designating specific securities to liquidate. (Standard procedures, using Request for Investment/Redemption Form)	BPD liquidates securities. Increases cash balance of investment accounts.
	<p>RRB instructs FMS to move cash balance from 60X8011, 60X8010 and/or 60X8012* account to Investment Trust's account at its designated custodial bank.</p> <p>RRB certifying officer will use the Electronic Certification System or complete a hardcopy SF 1166 and send it to FMS Regional Financial Center, to move money to Trust account outside of Treasury.</p>	FMS will effect the transfer of the funds to the Trust's account at its designated financial institution. (The transfer will most likely occur electronically, either by automated clearinghouse credit, or wire transfer at the option of RRB.)
	RRB will report the outlay of funds from accounts 60X8010, 60X8011, and/or 60X8012 on the current month SF 224 for those accounts, and report an offsetting receipt to account 60X8118 with a subclass of (41) on the current month SF 224 to indicate funds were moved to the Investment Trust outside of Treasury.	
<p>* Once all funds in the Supplemental Benefit Account (60X8012) are transferred to the Trust, this account will be eliminated. The other two accounts will have ongoing activity.</p>		

On-going transfers of funds to the Investment Trust	<p>RRB will identify amount of funds to move to the investment Trust.</p> <p>Funds shall be transferred in accordance with the notification timeframes outlined in Section 6.1.2.</p> <p><i>Notification should be sent in writing to:</i> Cash Forecasting Division Cash Accounting and Reporting Directorate Financial Management Service Department of the Treasury 3700 East West Highway, Room 5A09 Hyattsville, Maryland 20782 Fax Number: 202-874-9945 Or: 202-874-9984 Telephone: 202-874-9790 e-mail: funds.control@fms.treas.gov</p>	
	<p>If funds are invested in short term, par-value Treasury securities, RRB instructs BPD to liquidate securities held in accounts 60X8011, or 80X8010 by sending redemption instruction to BPD designating specific securities to liquidate. (Standard procedures, using Request for Investment/Redemption Form)</p>	<p>BPD liquidates securities. Increases cash balance of investment accounts.</p>
	<p>RRB instructs FMS to move a cash amount from the 60X8011 and/or 60X8010 account(s) to designated account of the Trust.</p> <p>RRB certifying officer will use the Electronic Certification System or complete a hardcopy SF 1166 and send it to FMS Regional Financial Center, to move money to Trust account outside of Treasury.</p>	<p>FMS will effect the transfer of the funds to the Trust's account at its designated financial institution. (The transfer will most likely occur electronically, either by automated clearinghouse credit, or wire transfer at the option of RRB.)</p>
	<p>RRB will report the outlay of funds from accounts 60X8010, 60X8011, and/or 60X8012 on the current month SF 224 for those accounts, and report an offsetting receipt to account 60X8118 with a subclass of (41) on the current month SF 224 to indicate funds were moved to the Investment Trust outside of Treasury.</p>	

Securities Transfer to the National Railroad Retirement Investment Trust
(Including the Transfer of the Proceeds of Redeemed
Securities held by the Investment Trust)

Procedures

Objective	RRB / Trust Action	Treasury Action
Transfer of Currently-held Securities from RRB to Trust	<p>RRB identifies specific securities to transfer to the Trust ownership. (In writing to BPD using established contact for RRB account as signatory.)</p> <p><i>(Notification should be provided, in writing, to:)</i> Susan Chapman Director, Division of Federal Investments Office of Public Debt Accounting Bureau of the Public Debt P.O. Box 1328 Parkersburg, WV 26106 Phone Number (304) 480-5111 Fax Number (304) 480-5112</p>	BPD changes the ownership of the securities, by changing the account in which the securities are held in InvestOne from the RRB account, 60X8011, to the account for Trust activity, 60X8118. No transaction activity (redemption or investment) occurs.
	Trust must establish a designated contact for new account. Completes Fund Information Form and submits it to BPD at the above address.	
	RRB must report the transfer of securities from 60X8011 to 60X8118 to FMS via the monthly account transaction reporting (SF 224).	
Redemption of Securities held by the Trust at BPD	Trust completes Request for Investment/Redemption Form identifying security to be redeemed and submits it to BPD.	BPD liquidates designated securities and increases cash balance in Investment Account (60X8118).
Transfer of the Proceeds (Cash) of a Redemption to the Trust	<p>Trust requests that RRB instructs FMS to move cash balance from 60X8118 account to Trust.</p> <p>Funds shall be transferred in accordance with the notification timeframes outlined in Section 6.1.2.</p> <p><i>Notification should be sent in writing to:</i> Cash Forecasting Division Cash Accounting and Reporting Directorate Financial Management Service Department of the Treasury 3700 East West Highway, Room 5A09 Hyattsville, Maryland 20782 Fax Number: 202-874-9945 Or: 202-874-9984 Telephone: 202-874-9790</p>	FMS will effect the transfer of the funds to the Trust account at its designated financial institution. (The transfer will most likely occur electronically, either by automated clearinghouse credit, or wire transfer at the option of RRB.)

	<p>e-mail: funds.control@fms.treas.gov</p> <p>RRB certifying officer will use the Electronic Certification System or complete a hardcopy SF 1166 and send to FMS Regional Financial Center, to move money to Trust account outside of Treasury.</p>	

Railroad Investment Trust
Accounting for Transactions
Funds 60X8010, 60X8011, 60X8012 and 60X8118

Attachment C

	Transaction	USSGL	SF 224	60X8010, 60X8011, 60X8012				60X8118	
				RRB		NRRIT		Debit	Credit
				Debit	Credit	Debit	Credit		
1. <u>Anticipated Appropriation</u> Proprietary	None		None						
Budgetary	4120 Appropriations Anticipated - Indefinite 4450 Unapportioned Authority			100	100				
2. <u>Apportionment</u> Proprietary	None		None						
Budgetary	4450 Unapportioned Authority 4590 Apportionments Unavailable - Anticipated Resources			100	100				
3. <u>Tax Receipts</u> Proprietary	1010 Fund Balance With Treasury 5800 Tax Revenue Collected		60X8010.2 60X8011.2 (Reported) by Treasury)	100	100				
Budgetary	4114 Appropriated Trust or Special Fund Receipts 4120 Appropriations Anticipated - Indefinite			100	100				
4. <u>Apportionment and Allotment</u> Proprietary	None		None						
Budgetary	4590 Apportionments Unavailable - Anticipated Resources 4510 Apportionments 4510 Apportionments 4610 Allotments - Realized Resources			100 100	100 100				
5. <u>Transfer Funds to RIT</u> Proprietary	5760 Expenditure Financing Sources - Transfers Out 1010 Fund Balance With Treasury		(09)60X8010 (09)60X8011 (09)60X8012 (41)60X8118 60X8118.5 60X8118.4 60X8118.6	85	85			85	85
Budgetary	1130 Funds Held by the Public 5750 Expenditure Financing Sources - Transfers In 4610 Allotments - Realized Resources 4902 Delivered Orders - Obligations, Paid 4114 Appropriated Trust or Special Fund Receipts 4620 Unobligated Funds Not Subject to Apportionment			85	85			85	85

Railroad Investment Trust
Accounting for Transactions
Funds 60X8010, 60X8011, 60X8012 and 60X8118

Attachment C

	Transaction	USSGL	SF 224	60X8010, 60X8011, 60X8012			60X8118	
				RRB		NRRIT	Debit	Credit
				Debit	Credit			
6. <u>Purchases of Treasury Securities at Par²</u> Proprietary	1610 Investment in U.S. Securities (par) 1130 Funds Held by the Public		(88)60X8118 (41)60X8118				10	10
Budgetary	None							
7. <u>Sale of Treasury Securities at Par²</u> Proprietary	1130 Funds Held by the Public 1610 Investment in U.S. Securities (par)		(41)60X8118 (98)60X8118				5	5
Budgetary	None							
8. <u>Earnings on Federal Securities</u> Proprietary	1130 Funds held by the Public 5310 Earnings on Investments		(41)60X8118 60X8118.2				1	1
Budgetary	4114 Appropriated Trust or Special Fund Receipts 4620 Unobligated Funds Not Subject to Apportionment						1	1
9. <u>Purchase of Federal Agency Securities at Par²</u> Proprietary	1620 Investment in Securities Other than Public Debt 1130 Funds held by the Public		(80)60X8118 (41)60x8118				10	10
Budgetary	None							
10. <u>Sale of Federal Agency Securities at Par²</u> Proprietary	1130 Funds held by the Public 1620 Investment in Securities Other than Public Debt		(41)60x8118 (90)60x8118				10	10
Budgetary	None							
11. <u>RITC Purchases of Non-Federal Securities</u> Proprietary	1620 Investment in Securities Other than Public Debt 1130 Funds Held by the Public		(42)60x8118 ¹ (41)60X8118				73	73
Budgetary	4620 Unobligated Funds Not Subject to Apportionment 4394 Receipts unavailablefor Obligation Upon Collection						73	73

Railroad Investment Trust
Accounting for Transactions
Funds 60X8010, 60X8011, 60X8012 and 60X8118

Attachment C

Transaction	USSGL	SF 224	60X8010, 60X8011, 60X8012				60X8118	
			RRB		NRRIT		Debit	Credit
			Debit	Credit	Debit	Credit		
12. <u>Mark to Market for Unrealized Gain (Non-Federal Securities)</u> Proprietary	1618 Market Adjustment - Investments 7180 Unrealized Gain - Investments	(42)60X8118 ¹ 60X8118.1			20		20	20
Budgetary	4114 Appropriated Trust or Special Fund Receipts 4394 Receipts Unavailable for Obligation Upon Collection				20		20	20
13. <u>RITC Sale of Non-Federal Securities</u> (reflecting market adjustment- realized gain)								
Proprietary	1130 Funds Held by the Public 1620 Investment in Securities Other than Public Debt 7110 Gains on Disposition of Assets 7180 Unrealized Gain - Investments 1618 Market Adjustment - Investments	(41)60X8118 (42)60X8118 ¹ 60X8118.1 60X8118.1 (42)60X8118 ¹			100		100	73 27 20 20
Budgetary	4114 Appropriated Trust or Special Fund Receipts 4394 Receipts Unavailable for Obligation Upon Collection 4620 Unobligated Funds Not Subject to Apportionment				7 93		7 93	100
14. <u>Payment of Admin Expenses</u> Proprietary	6100 Operating Expenses 1130 Funds Held by the Public 1010 Fund Balance with Treasury ³ 1010 Fund Balance with Treasury	(10)60X8118 (41)60X8118			2 2		2 2	2 2
Budgetary	4620 Unobligated Funds Not Subject to Apportionment 4902 Delivered Orders-Obligations, Paid				2		2	2
15. <u>Payment of Benefits</u> Proprietary	6400 Benefit Expenses 1130 Funds Held by the Public 1010 Fund Balance with Treasury ³ 1010 Fund Balance with Treasury	(61)60X8118 (41)60X8118			2 2		2 2	2 2
Budgetary	4620 Unobligated Funds Not Subject to Apportionment 4902 Delivered Orders-Obligations, Paid				2		2	2

Railroad Investment Trust
Accounting for Transactions
Funds 60X8010, 60X8011, 60X8012 and 60X8118

Attachment C

Transaction	USSGL	SF 224	60X8010, 60X8011, 60X8012		60X8118	
			RRB		NRRIT	
			Debit	Credit	Debit	Credit
16. Interest and Dividends Received (Non-Federal Securities)						
Proprietary	1130 Funds Held by the Public	(41)60X8118			5	5
	5310 Interest Revenue	60X8118.3				
Budgetary	4114 Appropriated Trust or Special Fund Receipts				5	
	4620 Unobligated Funds Not Subject to Apportionment					5
17. Mark to Market for Unrealized Loss (Non-Federal Securities)						
Proprietary	7280 Unrealized Loss - Investments	60X8118.1			10	
	1618 Market Adjustment - Investments	(42)60X8118				10
Budgetary	4394 Receipts Unavailable for Obligation Upon Collection				10	
	4114 Appropriated Trust or Special Fund Receipts					10
18. Transfer Zero-Coupon Bonds to NRRIT						
Proprietary	1630 Investments - ZCBs	(88)60X8011		1,000		
	1631 Unamortized Discount - ZCBs	(72)60X8011	400			
	1633 Amortization of Discount - ZCBs		200			
	1638 Market Adjustment - ZCBs	(72)60X8011	100			
	7110 Gains on Disposition of Assets			200		
	1630 Investments - ZCBs	(88)60X8118			1,000	
	1631 Unamortized Discount - ZCBs	(72)60X8118				400
	1638 Market Adjustment - ZCBs	(72)60X8118				100
Budgetary	None					
19. Mark to Market - Zero Coupon Bonds						
Proprietary	1638 Market Adjustment - Investments in zero coupon bonds	(72)60X8118			50	
	5310 Interest Revenue	60X8118.1				50
Budgetary	4114 Appropriated Trust or Special Fund Receipts				50	
	4394 Receipts Unavailable for Obligation Upon Collection					50

¹ Until programming changes are in effect for Treasury's central accounting system, monthly reporting to Treasury of subclass 42 (investments in non-Federal securities) is not required. However, balances for non-Federal securities should be reflected as a footnote in the 4th quarter

FACTS II submission for year-end reporting.

² For Federal securities purchased at a premium, discount, or include accrued interest, refer to existing U.S. Standard General Ledger guidance for budgetary and/or proprietary accounting transaction entries. Additionally, for SF224 reporting, if investments are in non-guaranteed Federal Agency Securities use subclass 81 for investments and 91 for redemptions.

³ This is an automatic system entry. Do not report on the SF224.

10/2/02

Transfer of Funds from the National Railroad Retirement Investment Trust to Treasury for Disbursing Purposes

Procedures

Objective	RRB / Trust Action	Treasury Action
Transfers of Funds (Cash) from the Trust to Treasury for Disbursement	<p><i>Note: These procedures will only be used in the event that funds held by the Trust are required to be transferred back to the Treasury to make benefit payments. Once the non-Federal disbursing agent is in place, funds should not need to be returned to Treasury.</i></p> <p>RRB advises the Trust that funds should be returned to the Treasury for disbursement of benefit payments.</p> <p>The Trust will liquidate assets and transfer funds, by wire transfer, to the Treasury's account at the New York Federal Reserve Bank to the credit of the RRB.</p> <p>Should it be necessary to transfer amounts in excess of \$50 million from the Investment Trust to the RRB, a large dollar deposit notification would be required to be sent by RRB to:</p> <p>Cash Forecasting Division Cash Accounting and Reporting Directorate Financial Management Service Department of the Treasury 3700 East West Highway, Room 5A09 Hyattsville, Maryland 20782 Fax Number: 202-874-9945 Or: 202-874-9984 Telephone: 202-874-9790 e-mail: funds.control@fms.treas.gov</p>	<p>Through the Fedwire Deposit System, the RRB will be credited with immediately available funds from the wire transfer.</p> <p>(A separate memorandum of understanding covers the disbursement of benefit payments by FMS until a non-Federal disbursing agent is selected.)</p>

APPENDIX H

Account Benefits Ratio 1992-2002

Fiscal Year	Balance (Market Value) as of September 30		Benefits and Administration		Account Benefits Ratio		Account Benefits Ratio		Average Account Benefits Ratio (Rounded)	
	(In billions)		(In billions)		10-year Average		10-year Average		Ratio (Rounded)	
	RRA ²	SSEB	Total	Total						
1992	\$ 11.1	\$ 1.4	\$ 12.5	\$ 2.8	4.511					
1993	11.6	1.4	13.0	2.8	4.565					
1994	11.5	1.6	13.1	2.9	4.507					
1995	12.4	2.3	14.7	2.9	5.111					
1996	12.6	2.3	14.9	2.9	5.124					
1997	14.3	1.7	16.0	2.9	5.421					
1998	16.0	2.0	18.0	2.9	6.098					
1999	15.8	1.9	17.7	3.0	6.001					
2000	17.2	2.1	19.4 ³	3.0	6.425		5.471		5.500	
2001	19.2	1.8	21.0	3.0	6.945		5.640		5.700	
2002 ⁴	19.1		20.5	3.3	6.200		5.697		5.700	
2002 ⁵	19.1	1.9	22.4	3.3	6.773					

Note: The above data are preliminary estimates provided by the Railroad Retirement Board. The final computation and certification of account benefits ratios will be made by the Railroad Retirement Board on or before November 1 of each year, beginning November 1, 2003, as provided by statute. Further, for presentation purposes, the dollar amounts shown above have been rounded to the nearest \$100 million. The preliminary account benefits ratios are based on unrounded amounts.

¹ Under the Railroad Retirement and Survivors' Improvement Act of 2001, if the calculated average account benefits ratio is not a multiple of 0.1, it is increased to the next highest multiple of 0.1.

² Includes funds transferred to NRRIT in fiscal year 2002.

³ Total does not add due to rounding.

⁴ Under current law, SSEB Account assets are not used to determine the account benefits ratio starting in fiscal year 2002.

⁵ Account benefits ratio if SSEB Account assets had been included in the fiscal year 2002 calculation.

NRRIT

*National Railroad Retirement Investment Trust
1775 Pennsylvania Avenue, N.W.
Suite 940
Washington, DC 20006*